

STATE OF COLORADO

BILL OWENS, Governor

This Establishment Complies
with the
Colorado Anti-Discrimination Laws



Discrimination based on the following factors is illegal in the areas of



EMPLOYMENT *(time limit for filing a charge: 6 months)*

Race, color, national origin, ancestry, creed, religion, sex, age,
physical or mental disability, and marriage to a co-worker.



HOUSING *(time limit for filing a charge: 1 year)*

Race, color, national origin, ancestry, creed, religion, sex,
physical or mental disability, marital status, and familial status
(families with children under the age of 18).



PLACES OF PUBLIC ACCOMMODATION

(time limit for filing a charge: 60 days)

Race, color, national origin, ancestry, creed, religion, sex, physical
or mental disability, and marital status.

REGULATIONS PROMULGATED BY THE COLORADO CIVIL RIGHTS COMMISSION (20.1 THROUGH 20.5)

- 20.1 Every employer, employment agency, labor organization, and place of public accommodation, amusement and resort shall post and maintain at its establishment a notice furnished by the Commission which contains the provisions of C.R.S. 1988, Title 24, Article 34, Parts 3 through 8. The Commission will not charge for the notices.
- A. With respect to employers and employment agencies, such notices must be posted conspicuously in easily accessible and well-lighted places customarily frequented by employees and applicants for employment, and at or near each location where employees' services are performed.
- B. With respect to labor organizations, such notices must be posted conspicuously in easily accessible and well-lighted places customarily frequented by members and applicants for membership.
- C. With respect to places of public accommodation, amusement and resort, such notices must be posted conspicuously in easily accessible and well-lighted places customarily frequented by people seeking accommodation, amusement, recreation, or other services offered to the general public.
- 20.2 Pursuant to C.R.S. 1988, 24-34-501 et. seq., real estate brokers or agents, home builders, home mortgage lenders and all other persons who transfer, rent, or finance real estate shall obtain one or more printed non-discrimination notices from the Commission and post the notices in all places where real estate transfers, rentals and loans are executed. The Commission will not charge for the notices. The notices shall be posted and maintained in conspicuous, well-lighted and easily accessible places ordinarily frequented by prospective buyers, renters, borrowers, and the general public.
- 20.3 No employer, employment agency, or labor organization as defined in C.R.S. 1988, 24-34-401 shall suggest or require that applicants submit their photographs prior to their employment or placement, unless the requirement is based upon a bona fide occupational qualification.
- 20.4 No person shall post or permit to be posted in any place of public accommodation any sign which states or implies the following:

WE RESERVE THE RIGHT TO REFUSE SERVICE TO ANYONE

20.5 Preservation of Records

- A. Retention of Records During Processing of a Charge or Complaint.

In situations where a charge or complaint of discrimination is filed pursuant to C.R.S. 1988, Title 24, Article 34, Parts 3 through 8, all relevant records shall be kept until final disposition. Relevant records include personnel or employment records relating to the charging party or complainant and to all employees holding similar positions to the one the charging party or complainant held or sought, as well as application forms or test papers of all candidates for the positions, registration records, offers, leases, contracts, correspondence, business records, etc. Final disposition of the charge or complaint occurs when the statutory time periods for all appeals have expired.

- B. The failure to comply with this regulation shall create a rebuttable presumption, either by the Commission or the hearing examiner, that the records contained information adverse to the interests of the party.

For further information contact: COLORADO CIVIL RIGHTS DIVISION 1-800-CO-CIVIL

(1-800-262-4845) Toll-free, Bilingual (Spanish/English)
<http://dora.state.co.us/civil-rights>
e-mail: ccrd@dora.state.co.us

CENTRAL OFFICE

1560 Broadway, Suite 1050
Denver, CO 80202-5143
(303) 894-2997
TTY for the hearing impaired:
(303) 894-7832
FAX: (303) 894-7830

OUTREACH OFFICE

Five Points Community Center
2855 Tremont Place, Room #203
Denver, CO 80205
(303) 294-5555

REGIONAL OFFICES

915 East Fillmore Street Colorado Springs, CO 80907 (719) 633-7518 FAX (719) 633-7978	800 8th Avenue, Suite 223 Greeley, CO 80631 (970) 356-9221 FAX (970) 346-1227
222 South 6th Street, Suite 417 Grand Junction, CO 81501 (970) 248-7329 FAX (970) 248-7331	720 North Main Street, Suite 222 Pueblo, CO 81003 (719) 545-3520 FAX (719) 545-0465